

1. Blacks In Government are the premiere organization for African Americans within the federal government at this time. BIG's membership is within all major federal agencies and chapters are throughout the United States and several foreign countries. The work of BIG is highlighted during the annual National Training Conference (NTC) held in different locations and Washington, DC on election years. The following work is ongoing with local, regional and national officials of BIG:

- A. Meeting and conferring with First Vice President, General Manager, and Board Members of BIG on issues and concerns to African American employees of the federal government.
- B. Conferred with Region IX President, Rawle King about issues in the Washington, DC area where most members of Region IX work.
- C. Working with USDA Chapter of BIG.
- D. Preparing listening sessions at BIG NTC for Atlanta during week of August 25-30.
- E. Developing working relationship with special committee career advancement issues.

2. National Association For Equal Opportunity (NAFEO) serves as the largest membership organization for African American colleges and universities with members from the historic black colleges and universities (HBCUs) and from the named African American Land Grant Colleges and Universities referred to as the 1890's schools. In efforts to develop an ongoing relationship, the following actions have taken place:

- A. Conferred with Executive Director of National Association For Equal Opportunity in Higher Education during National Conference, Dr. Fred Humphrey. He wants to meet and confer with USDA officials on developing coalition with NAFEO.
- B. Attended the Alumni Award Dinner of NAFEO and had the opportunity to introduce the USDA African American Diversity Council work to more than 100 persons in attendance at that event.
- C. Held one-on-one discussions with college presidents from 10 Historic Black Colleges and Universities (HBCUs) and follow-up work is underway;
- D. Drafted MOU to be presented to the NAFEO, National Association Equal Opportunity in Higher Education from USDA on relationship building and coalitions development. Holding this MOU until internal USDA decisions are made.

3. Organization of Blacks in NRCS was established some ten years ago to work on issues that impact African Americans within USDA's NRCS mission area. The following action work continues with this Organization:

- A. Conferred with National President, Bill Hunt, during their national conference in Memphis, Tennessee during November 2001. From this meeting developed working relationship with several officials with this USDA membership organization and gained national support for the Secretary's Diversity Advisory Council work.
- B. Met with Region Directors within the Organization on individual basis to get their opinions and issues of concern. As a result of these meetings, several invitations were extended during Black History month for the Program Manager to speak in West Virginia, Minnesota, and Arkansas.
- C. Continue dialogue with leadership and various members of this Organization to gain knowledge of the wider USDA priority concerns from the field prospective.

4. Attended meeting in Tuskegee in December 2001

- A. Conferred with USDA Liaison Officers at the 1890's African American Colleges and Universities.
- B. Met with representatives from across the United States who were in attendance to the Professional Agricultural Workers Conference

5. National Urban League

- A. Conferred with National Director of Programs, John Johnson
- B. Met with Region V Director and State Presidents of Mississippi, Alabama, Tennessee, North Carolina, Georgia, South Carolina, and Florida;
- C. Spoke to the general assembly of over 300 community NAACP branch officials during their leadership conference in Charlotte, North Carolina.

6. National Black Mayors Conference

- A. Conferred with Clyde Thompson about his attendance of National Black Mayors Conference in Jackson, MS to follow up in relationship building with members of this group.
- B. Met with Mayor Harvey Johnson in May 2002 about future conferring with him and Mr. Thompson based on Mayor Johnson's role as First Vice President of the National Black Mayors.
- C. Scheduled telephone conference call with persons to be identified by Mayor Johnson with identified USDA representative is on hold until further conversations with Clyde Thompson.

7. Blacks in Telecommunications are the next area of work during FY2003. Based on national reviews of African American communities' consumer power, it is recommended that USDA invest some effort into how to reach this market through their media outlets. The hiring needs of USDA based on the ageing workforce will dictate additional new methods of recruitment within various diverse communities. Developing closer ties to African Americans in various areas of communication is important to reaching the goals of parity in diversity within USDA. To this end the following organizations will be under review for future work toward relationship building:

- A. National Black Newspaper Publishers/National Publishers Association (588-8764)
- B. Blacks in Telecommunications
- C. National Black Radio and Television Owners
- D. Black Journalists Coalition
- E. National Black Programmers of America

8. NAACP coalition development with relationship building to identify benefits for USDA and NAACP - to join in coalition around programs and issues affecting communities in various parts of the United States. To this end the following activities and actions have occurred:

- A. Conferred with National Director of Programs, John Johnson on upcoming activities
- B. Met with Region V Director and State Presidents of Mississippi, Alabama, Tennessee, North Carolina, Georgia, South Carolina, and Florida;
- C. Spoke to the general assembly of over 300 community NAACP branch officials during their leadership conference in Charlotte, North Carolina.
- D. Conferred with NAACP National Federal Taskforce Coordinator, Leroy Warren and attend the "No Fear" Bill Reception hosted by NAACP. Obtained agreement to meet during summer on issues at USDA.
- E. Drafted MOU to be presented to National Association for the Advancement of Colored People in response to MOU developed by John Johnson in 2001 and working on merger document for review;
- F. Continuing discussions on relationship building with scheduled meetings during the NAACP National Convention in Houston, Texas during the week of July 5-12, 2002.
- G. Working with led person in Outreach, Charles Whitaker, on placement of ads in NAACP national publication, CRISIS Magazine, and the convention souvenir book. These instruments will help share scope of work of USDA to African Americans, who are within the NAACP membership.